

## HORIZONS EDUCATION TRUST

Uniform Policy  
Spring Common Academy  
November 2025

### POLICY ISSUE CONTROL

<b>POLICY TYPE:</b>	Statutory, (HEdT Template), Mandatory
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<b>TRUST BOARD APPROVAL:</b>	Finance, People & Premises
<b>RELEASE DATE:</b>	November, 2025
<b>REVIEW:</b>	June, 2027

	Document Control
July 2025	Re-write of policy in full.

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## **1.0 INTRODUCTION**

1.1. This policy aims to:

- Set the academy's approach to requiring a uniform that is of reasonable cost and offers the best value for money for parent/carers.
- Explain how the academy will avoid discrimination in line with its legal duties under the Equality Act 2010.
- Clarify the expectations for school uniform.

## **2.0 LEGAL DUTIES UNDER THE EQUALITY ACT 2010**

2.1. The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

2.2. To avoid discrimination, the academy will:

2.2.1. Make sure that uniform costs the same for all pupils.

2.2.2. Allow all pupils to have long hair (whilst reserving the right to ask for this to be tied back).

2.2.3. Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable.

2.2.4. Allow pupils to request changes to swimwear for religious reasons.

2.2.5. Allow pupils to wear headscarves and other religious or cultural symbols.

2.2.6. Allow for adaptations to the policy on the grounds of equality by asking pupils or their parents to get in touch with the Headteacher who can answer questions about the policy and respond to any requests.

### 3.0 LIMITING THE COST OF SCHOOL UNIFORM

- 3.1 Our academy has a duty to make sure that its uniform is affordable, in line with statutory guidance from the Department for Education on the cost of school uniform.
- 3.2 Our academy has taken steps to minimise the cost of purchasing school uniform. Whilst items with a logo can be purchased from our supplier:

- <https://price-buckland.co.uk/spring-common-academy>

Other items such as trousers/skirts/shirts can be purchased from high street and supermarket retailers.

- 3.3 We understand that items with distinctive characteristics (such as branded clothing, or items that have to have a school logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parent/carers' ability to 'shop around' for a low price.
- 3.4 Therefore, we will make sure that our uniform:
  - 3.4.1 Is available at a reasonable cost.
  - 3.4.2 Provides the best value for money for parents/carers.
- 3.5 We will ensure this by:
  - 3.5.1 Carefully considering whether any items with distinctive characteristics are necessary.
  - 3.5.2 Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability.
  - 3.5.3 Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes.
  - 3.5.4 Making sure that arrangements are in place for parent/carers to acquire second-hand uniform items.
  - 3.5.5 Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes.
  - 3.5.6 Consulting with parent/carers on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

## 4.0 EXPECTATIONS FOR ACADEMY UNIFORM

### 4.1.(Spring Common Academy Uniform Guidelines

**Jumpers:** A sweatshirt, cardigan or fleece should be worn at all times, but may be removed in cases of warm weather at the students' discretion. Branded sweatshirts/jumpers and/or embroidered logos can be purchased from the Academy Office. Plain, unbranded school uniform may also be purchased from a variety of retailers, such as supermarket and high street stores.

- EYS, KS1, KS2, KS3 – Royal Blue
- KS3, KS4 - black

**Polo Shirts:** These may be purchased at any retailer., so please ensure a comfortable fit when purchasing.

- White, royal blue or sky blue

**Shoes:** Footwear should be black and sensible for walking. For health & safety purposes we do not permit pupils to wear high heels. If pupils require splints or supportive boots they should wear appropriate footwear as recommended by the physiotherapist. Black trainers are permitted.

**Skirts/Trousers:** We ask that students wear suitable, plain, unbranded school uniform trousers or jogging bottoms in black, grey or navy. These may also be purchased from a variety of retailers, such as supermarket and high street stores. Grey, plain, unbranded school uniform skirts are also permitted. They must be knee-length.

#### **Summer weather:**

During the warmer months, pupils may wear a blue check school summer dress or knee-length plain shorts with a polo shirt.

**Belts:** Black belts with plain buckles are allowed.

**Jewellery:** Due to health & safety reasons we ask parents not to allow pupils to wear jewellery of any kind (or body piercings), except small stud earrings.

**Make-up:** Pupils are not allowed to wear make-up, except in Key Stage 4, where we encourage age-appropriate development of personal appearance. In these cases, make-up should be minimal and natural in appearance. Only natural nails are permitted (no extensions).

We recognise that, for some pupils, cultural or religious practices may influence aspects of appearance; where this is the case, we

ask that families discuss these with the academy to ensure a shared understanding and alignment with our expectations.

**Hair:** Hairstyles should be neat and tidy, with no extreme cuts or colours, including two-toned hair. Dyed hair must be of a natural, single tone. Hair accessories should be small and in academy or natural colours. We recognise and respect cultural and religious expressions of identity; where this includes specific hairstyles or accessories, we ask that families discuss these with the academy in advance to ensure they align with our shared expectations.

**PE Kit:** For hygiene reasons pupils should have a separate PE kit to change into for any sporting activities.

We ask parents to provide a suitable swimming costume and towel for pool or hydro sessions.

For PE in Early Years, Key Stages 1 & 2, we request your child wears loose-fitting clothes e.g. shorts or joggers on PE days. For Key Stages 3 & 4, we ask you to send spare shorts/joggers, a t-shirt and spare trainers. Please name your child's items.

## 4.2. Reasonable adjustments

- 4.2.1 We recognise that some pupils with special educational needs and disabilities (SEND) may find aspects of the uniform policy challenging due to sensory, physical, or emotional needs.
- 4.2.2 In line with our commitment to inclusion and the Equality Act 2010, we make reasonable adjustments where required to support individual pupils. This may include adaptations to fabrics, styles, or specific uniform items, made in consultation with families and relevant professionals. Our aim is to ensure all pupils feel comfortable, confident, and able to fully participate in academy life.
- 4.2.3 If parents or carers have concerns or believe their child may require adjustments, they are encouraged to discuss this with the school's leadership team

## 4.3. Where to Purchase Uniform

- 4.3.1. Directly from our supplier: <https://price-buckland.co.uk/spring-common-academy>
- 4.3.2 The academy office.
- 4.3.3 Plain, unbranded school uniform can be purchased from a variety of retailers, such as supermarket and high street stores.
- 4.3.4 The academy has a second hand uniform available. For further information please contact the academy directly to discuss.

## **5.0 EXPECTATIONS FOR THE ACADEMY COMMUNITY**

### **5.1. Pupils**

5.1.1 Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) whilst:

- On academy premises.
- Travelling to and from the academy.
- At off-site events or on trips that are organised by the academy, or where they are representing the academy (if required).

### **5.2. Parents/Carers**

5.2.1 Parent/carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition
- Parents are also expected to contact the headteacher if they want to request an amendment to the uniform policy in relation to:
  - Their child's protected characteristics
  - The cost of the uniform

5.2.2 Parent/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

5.2.3 Disputes about the cost of the school uniform will be:

- Resolved locally.
- Dealt with in accordance with our Complaints Policy.
- The academy will work closely with parents to arrive at a mutually acceptable outcome.



### 5.3. Staff

- 5.3.1. The uniform policy will be enforced with sensitivity and understanding, particularly for students with additional needs. If a student is unable to adhere to the policy due to individual needs, parents/carers are encouraged to contact the school to discuss appropriate adaptations.
- 5.3.2 Staff will work closely with families to support compliance in a manner that respects each child's needs.

### 5.4. Governors

- 5.4.1 The governing body will monitor the implementation of this policy to ensure it:
- Is appropriate for the academy's context
  - Is implemented fairly across the school
  - Takes into account the views of parent/carers and pupils
  - Offers a uniform that is appropriate, practical and safe for all pupils
  - The governing body will also ensure that the school's uniform supplier arrangements give the highest priority to cost and value for money.